

CDC's Environmental Public Health Initiative and Career Resource Guide for Military Environmental Health Practitioners

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Prevention**

**National Center for Environmental Health
Environmental Health Services Branch**



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National Center for Environmental Health

Division of Emergency and Environmental Health Services Environmental Health Services Branch



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Environmental Health Services Branch

- Improve the practice of environmental health and ensure the quality and accessibility of environmental health services in the U.S.
- Develop and enhance the knowledge and skills of environmental health professionals who deliver these services.



Important!!!

CDC is NOT trying to encourage military environmental health practitioners to leave the armed services!



What is the problem?

- Between 40 and 50 percent of the EH workforce in state and local agencies will be eligible to retire within 5-7 years
- Over 90 percent of the current EH workforce has no formal education in public health or environmental health
- Lack of environmental health leadership
- 12,000 possible job vacancies over the next few years



The EPH Workforce

- Programs accredited by NEHSPAC graduate around 300 students/year
- ~ 45% of graduates select government agencies
- Less than 150 new graduates enter the EPH workforce each year
- 80 years to fill projected job vacancies



The Seventh Report to the President and Congress on the Status of Health Personnel in the United States, 1990

- ◆ Predicted a need for an additional 137,000 environmental health professionals.



2000 HRSA Public Health Workforce Enumeration

- 450,000 PH professionals
- Identified 19,431 environmental health professionals
- Admittedly under-counted
- 34% PH workforce is local
- Project over 30,000 state/local EH practitioners



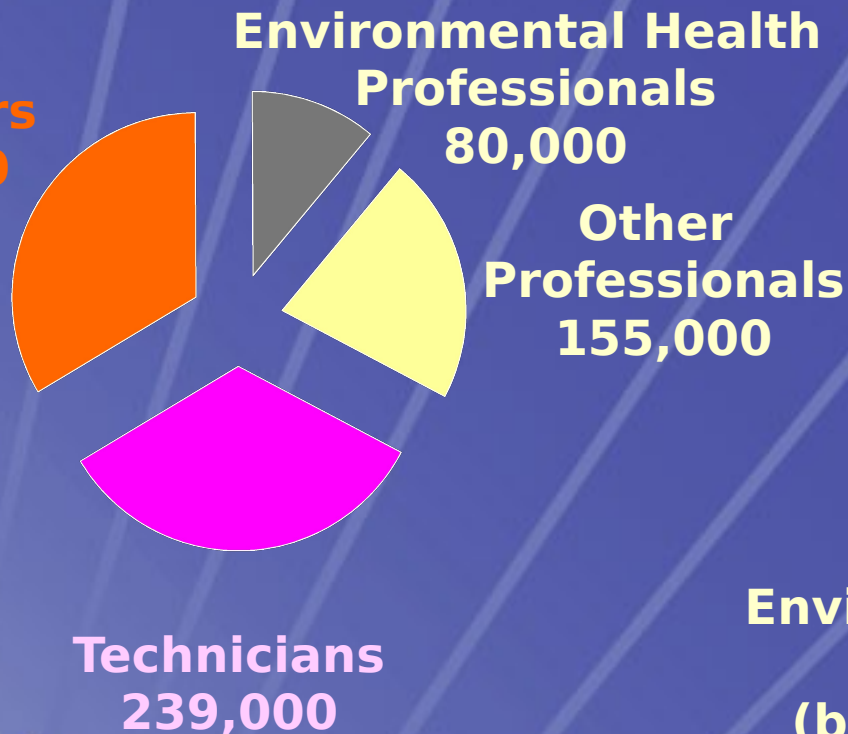
Workforce Size & Scope

- Who is in the environmental health workforce in the United States & where are they working?

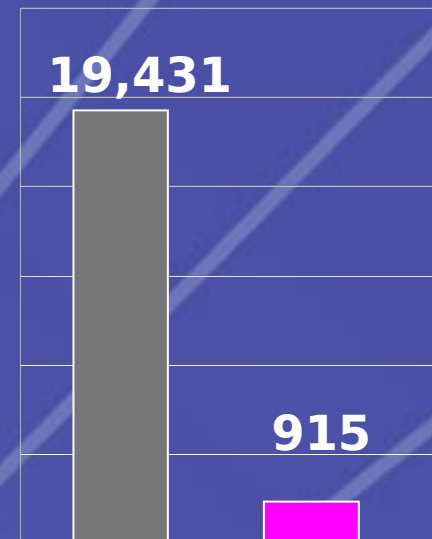
Total Public & Private Employment

715,000

Operators
241,000



Environmental Public Health



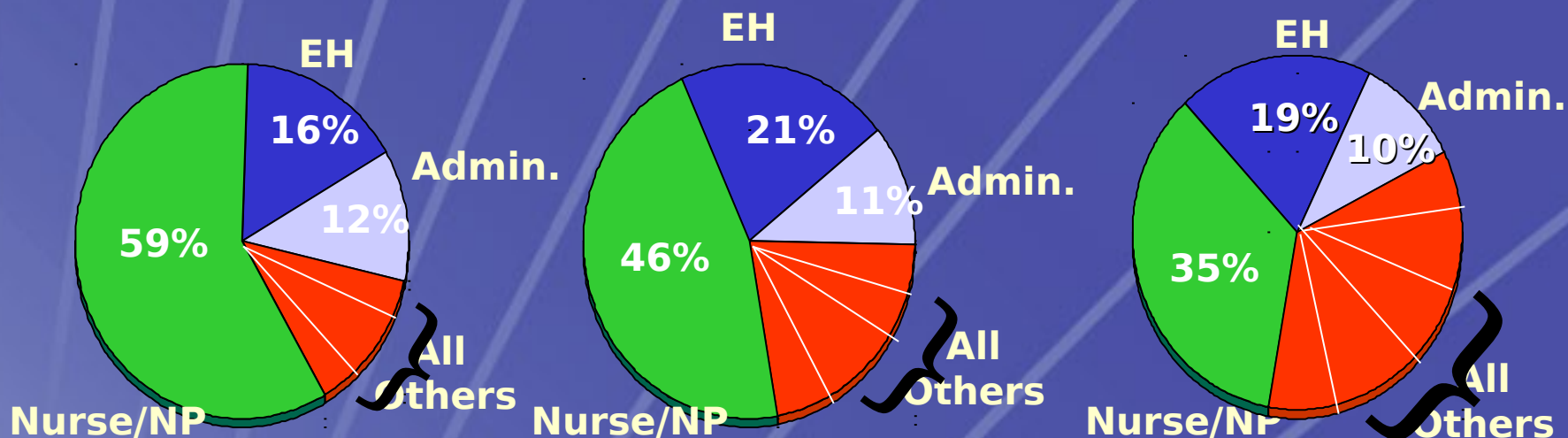
Environmental Health Professionals
(bachelor's degree
Or higher)

Technicians
(no degree)



Environmental Health as Proportion of all Local Health Department Staff

<50,000 population 100,000 - 250,000 ≥500,000



Gerzoff RB, Brown Ck, Baker El. Full-time employees of U.S. local health departments, 1992-1993. *J Public Health Management Practice* 1999;5(3):

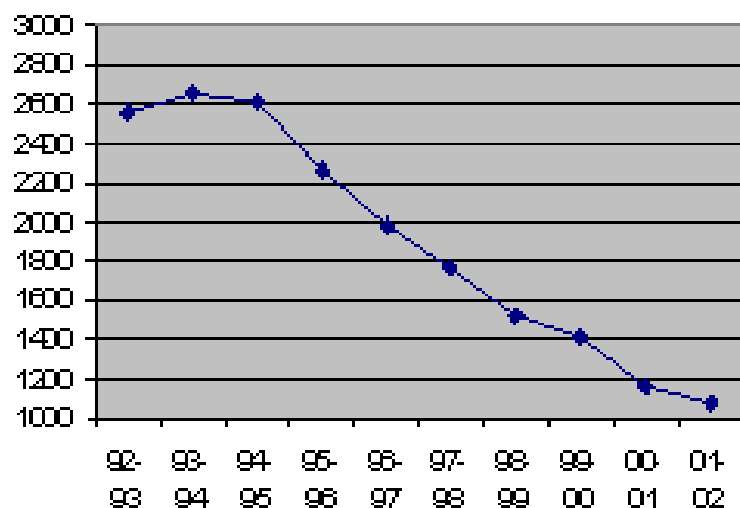


Education

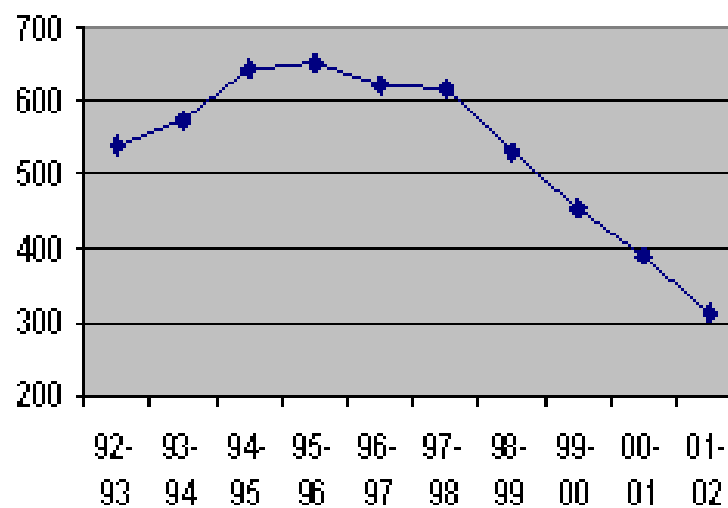
- *How are they educated for their work?*

Accredited Environmental Health Programs

Enrollment



Graduates



Academic Year



What is CDC's Role?

- ✓ Foster leadership to enhance environmental health services
- ✓ Promote the development of a competent and effective environmental health services workforce

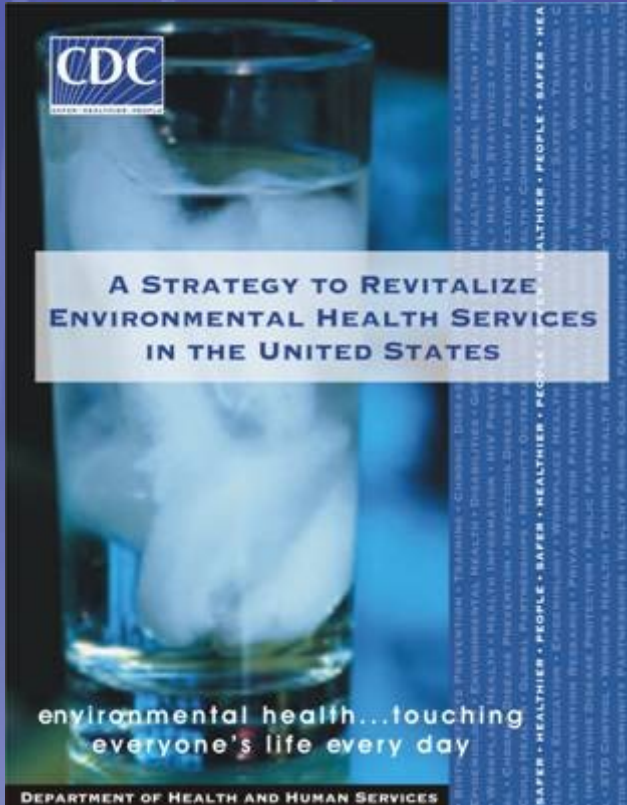


How do we meet the challenge?



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CDC's EHS Strategy



- A workgroup of 31 external partners participated in development
- Over 150 organizations provided comments
- Partners included private and public organizations from all levels including tribal
- 6 major goals with objectives and activities



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The Goals

SUMMARY OF THE GOALS AND OBJECTIVES

Success in implementing the goals and objectives described in this plan will result in CDC reaching its vision for the 21st century: healthy people in a healthy world – through prevention. Achieving these goals and objectives will necessitate long-term, strategic partnerships, and a sustained commitment by all stakeholders.

Goal I: Build Capacity

Strengthen and support environmental health services at the state, tribal, territorial, and local levels

Objectives:

- A. Expand the nation's capacity to anticipate, recognize, and respond to environmental health threats and improve access to technology.
- B. Support, evaluate, and disseminate the results of new demonstration programs, best practices, and CDC-supported projects designed to improve livability and prevent and control environmentally related illness.
- C. Identify the range of activities, interventions, and resources available for delivering environmental health programs in the United States, and maintain a continuous assessment process.

Goal II: Support Research

Support research to define effective approaches to enhance environmental health services

Objectives:

- A. Identify environmental antecedents to disease outbreaks.
- B. Elicit community support for community-based environmental health research.
- C. Collate and disseminate relevant environmental health services research findings.
- D. Implement environmental health service demonstrations and evaluations in the built and natural environments that lead to healthier communities.

Goal III: Foster Leadership

Foster strong leadership to enhance environmental health services

Objective:

- A. Provide guidance, training, and assistance to state, territorial, and local health departments; tribal governments; and other stakeholders to specifically build leadership capabilities.

Goal IV: Communicate and Market

Improve communication and information sharing among environmental health agencies, communities, strategic partners, and other stakeholders and better market environmental health services to policymakers and the public

Objectives:

- A. Identify and promote community-based strategies to elevate the image, importance, and need to improve environmental health services.
- B. Support educational approaches and models of best practices to gain community support and participation in addressing environmental health service issues, concerns, and best models to organize, deliver and market them.

Goal V: Develop the Work Force

Promote the development of a competent and effective environmental health services work force

Objective:

- A. Provide support to develop the environmental health service work force through enumeration, performance standards, training, recruitment and retention activities.

Goal VI: Create Strategic Partnerships

Foster interactions among agencies, organizations, and interests that influence environmental health services.

Objective:

- A. Coordinate and promote activities that identify critical stakeholders and foster communications and interactions among agencies, organizations, and interests that influence environmental health services.

1. Build Capacity
 2. Support Research
 3. **Foster Leadership**
 4. Communicate and Market
 5. **Develop the Workforce**
 6. Create Strategic Partnerships
- For each goal.
- 1-4 objectives
 - Concrete and measurable activities



Goal 5. Develop the Workforce

- Provide support to develop the EHS workforce via enumeration, performance standards, training, recruitment and retention activities
 1. Enumerate the EHS workforce
 2. Define a set of EHS performance standards
 3. Define the training and continuing education needs of the EHS workforce
 4. **Expand efforts to improve the recruitment and retention of competent and effective EHS practitioners**



How can the armed services help?



Military Environmental Health Initiative Workgroup

- CAPT Mike Herring – CDC
- CAPT Craig Shepherd – CDC
- CAPT Charles Otto – CDC
- Daneen Farrow-Collier – CDC
- Jeff Morrelli – CDC
- CDR Jon Schnoor – Uniformed Services Affiliate, NEHA
- Alejandra Tres – AEHAP
- Kristin Benn – NEHA
- COL Wendell Moore – U.S. Army*
- CDR Mike Henderson – U.S. Navy
- SCPO Eugene Bankard – U.S. Navy
- CMSgt Jeffrey Strout – U.S. Air Force*
- CMSgt William Hollowood – U.S. Air Force



Military EH Practitioners...

- Over 5000 EH practitioners on active duty.
- Many retire or leave active duty each year.
- Have extensive, high quality training in the environmental health sciences.
- Could bring much needed diversity to EPH.
- Experience with PCS may result in military EH practitioner willingness to take jobs in states and regions with the greatest need.



Military EH Practitioners...

- Greater maturity level.
- Established leadership skills.
- Educational benefits (e.g. G.I. Bill) and other opportunities enhance continuing environmental health education (incl. graduation from accredited EH programs).
- Life-long supplemental income from military retirement could result in higher retention.
- Military EH practitioners are often well-trained in terrorism preparedness and response.



***Environmental Public
Health Career
Resource Guide
for
Military
Environmental
Health Practitioners***



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Environmental Public Health Career Resource Guide for Military Environmental Health Practitioners

- **Foreword** (project overview, statement of support from military commanders)
- **Executive Summary**
- **Introduction**
 - ◆ Background
 - ◆ Workforce Shortage
 - ◆ Revitalization Strategy
 - ◆ Target Audience



Environmental Public Health Career Resource Guide for Military Environmental Health Practitioners

- **Civilian Environmental Health (NEHA)**
 - ◆ Overview
 - ◆ Public Health Agencies (State by State Summary Chart – incl. EH position descriptions, salary information, licensure requirements, etc.)
 - ◆ NEHA vacancy listing



Environmental Public Health Career Resource Guide for Military Environmental Health Practitioners

- Environmental Health Education (AEHAP)
 - ◆ Overview
 - ◆ General course curriculum
 - ◆ Accredited programs with contact information
 - ◆ Distance learning
 - ◆ Veterans benefits
 - ◆ Military course credit
 - ◆ Transferring credits to an accredited college
 - ◆ Examples of getting a degree while on active duty



Environmental Public Health Career Resource Guide for Military Environmental Health Practitioners

- Success Stories
 - ◆ Overview
 - ◆ Public Opportunities
 - ◆ Private Opportunities
- Frequently Asked Questions
- Summary
- Additional Information Sources
- Periodic Updates for New Information



Additional NEHA Tasks

- Using NEHA's Regional VPs and State Affiliates to develop a list of agencies interested in hiring former military EH practitioners.
- Letter sent from NEHA to all State and County Personnel Departments encouraging them to use NEHA web site to post EH vacancies.
- Reduction or elimination of fees to post job vacancies.



Additional AEHAP Tasks

- Work with accredited programs to promote distance learning opportunities.
- Work with universities on transfer of credits earned on active duty.



Environmental Public Health Salaries

- Average salary ranges from \$31,235 for trainees to \$52,101 for directors
- Annual compensation increases with the population of one's service area
- Salary is also affected by educational degrees, years of experience, credentials and location



Education Degrees and Credentials Requirements

- 91% of environmental health professionals hold bachelor's degrees
- Most of the bachelor's degrees are in science fields, but not specifically environmental health
- 51% percent of all respondents to the NEHA survey hold a credential
 - ◆ 93% hold the Registered Environmental Health Specialist (REHS) or Registered Sanitarian (RS)



Why Environmental Public Health?

- Rewarding and satisfying career.
- A chance to use and expand existing skills.
- Numerous job opportunities.
- Great job security.
- The ability to protect and improve the lives of many people.



Environmental Public Health Services...Touches Everyone's Life



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How can CDC ensure the success of this project?

Contact Information

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mherring@cdc.gov



We All Have a Part to Play

We are all on the front line together to respond to the EH needs of the public



Question

Honey please,
just calm down.
Let me explain...



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